

# Superintendent Goals for 2024-2028



Exceeds Expectations



Meets Expectations



Developing



Needs Improvement

## Performance Area #1:

### Communication and Community Feedback

1. Maintain the newsletters and personalized communications. Added weekly communications to staff “Monday Motivator” around Schools of Distinction.
2. Create the CASD Schools of Distinction Brand and utilize moving forward.
3. Engage stakeholders in the community about goals and directions over the next 4 years. (1 Print Newsletter)
4. Communicate progress of the dashboard annually.
5. Promote the strengths **and struggles** of the schools and district in a fall annual report.
6. Clean up and Streamline the School Websites.
7. Survey the community in the Spring of 2026 about CASD schools.

### Performance Area #2: Leadership for Learning and Academic Performance -

1. Improve outcomes in the CASD dashboard annually.
2. Each school will develop a School of Distinction Plan during the 2025-2026 school year.
3. Update the Graduation policy to support the new requirements for receiving the high school diploma and identify the graduating class that must meet such requirements.
4. Identify the 6 career academies for CMS 2.0.
5. Evaluate all 9<sup>th</sup> grade students attending CASHS and converting CMS to a 10-12 school?
6. Develop and enhance partnerships to support the graduation policy through the Director of Careers and Partnerships.
7. Review and Recommend a “Reading by 3<sup>rd</sup> Grade” plan and supports in each grade starting with K readiness.
8. K-9 Develop an organized system of interventions and supports prior to and after key benchmark years such as reading by 3<sup>rd</sup> grade, mathematically fluent by 5<sup>th</sup> and proficient in keystone exams by the end of 9<sup>th</sup> grade. The purpose is to prevent as many struggling students as possible first and then “catch-up” students post assessment so they do not fall behind.

### Performance Area #3: Fiscal Leadership and Management

1. Develop a long-range funding plan to support facilities and programs while keeping any tax increases below the state index.
2. Institute a hiring freeze until the current identified facilities are funded through a variety of revenue sources.
3. When reconfiguring schools and programs with facility changes identify positions that will be eliminated and estimated efficiencies that will assist in funding a portion of new bond costs.
4. Maintain low legal fees (under \$150,000) through stronger internal reviews and calculated risk analysis processes.
5. Follow through on positions identified to be eliminated. Currently we eliminated one Assistant Principal at the Elementary level. Assistant Superintendent and soon the CASHS academic assistant principal.
6. Create a master list of all contracts and eliminate auto renews and utilize the RFP process.
7. Continue to build a culture the finds ways to solve problems where possible with existing resources. For example, AI is providing several opportunities.
8. Maintain a focus on cyber school residency requirements.
9. Continue to implement Health Care cost avoidance strategies. (Wellness Requirement, Drug Carve Out, ) Review onsite clinics for their cost effectiveness.
10. Evaluate the BSBCA grant for consideration, adjusting or elimination.
11. Revisit the 32 permanent building subs strategy.

#### **Performance Area #4: Building Facilities**

1. Design a masters facility plan that encompasses all facilities. Evaluate the need for 3<sup>rd</sup> party support for construction management.
2. Create a viable plan for building the 3 new schools of CAMS, Chambersburg Area Intermediate School, and Greenvillage Elementary formally Grandview.
3. Identify and recommend options for the future sale/lease of the coke building, Lurgan, Grandview and Guilford Hills. Review Falling Spring, Buchanan and CAMS North options.
4. Plan part 2 of the Copy center decentralization for implementation in larger buildings.

#### **Performance Area #5: Board Governance and Policy**

1. The board will utilize research and information to drive future decision making.
2. New board members will complete the orientation process which meets the requirements of Act 55 through PSBA and or an internal onboarding experience.
3. The board will hold a minimum of 1 retreat annually to develop their group governance skills and review the board of education self-assessment results.
4. Maintain an annual review cycle for keeping policies updated, not to exceed 10 years.
5. Utilize data and performance to evaluate the Superintendent and Assistant Superintendent.
6. Organize all contracts and eliminate auto renew features and require RFPs for all contracts.

#### **Performance Area #6: Recruiting, Mentoring, Leadership Career & Ladder Development**

1. Continue the hiring process created starting in December for all K-12 positions.
2. Formally design a process to mentor leadership in the district.
3. Utilize the newly created hiring handbook, frontline, and expansion of advertisement to all online platforms.
4. Create a sustainable high-quality professional development plan to support student achievement and the schools of distinction plans.